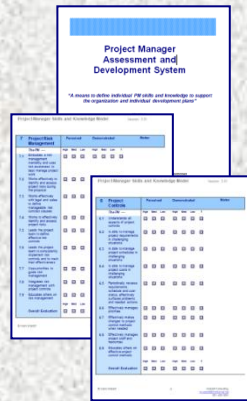


Project Manager Skills Assessment and Development Planning System

“A Means to Assess Individual PM Skills and Develop Professional Growth Plans”

What Is this?

This is a means to assess the skills and knowledge of individual project managers to benefit the individual and the organization. The assessment model is based on multiple industry and government models that are then tailored to the client's environment. Included is a PM growth planning methodology.



What are the Benefits?

Benefits for the Organization

- Organization level understanding of overall PM strengths and development needs
- Basis for hiring PMs
- Means to assign PMs to specific projects
- Ability to provide PMs with real development plans
- Means to communicate to non-PMs what being a PM means

Benefits for the Project Manager

- Awareness of strengths for leveraging
- Awareness of needed growth areas
- Effective and real career development plans

Benefits for the Project Manager “To-Be”

- An understanding of what PM skills are needed
- Awareness of personal growth areas to be a PM

Is This A Generic or Tailored Approach?

The approach starts with an industry and government generic skills core that is then tailored to match the specific needs and environment of the organization.

Is This Too Bureaucratic?

Not if an organization wants to have a real means to hire, assign, grow and promote project managers.

Can The Assessment and Development System Be Used Independently?

Yes, the assessment can be used without the development system. The development system requires the assessment for identification of growth requirements.

What is the Basis of the Skills Model?

The PM skills competency model is based on a wide spectrum of industry, government and academic sources that include:

- US Government Models
- SEI CMMI® Carnegie Mellon University
- Experience from Multiple Fortune 50 Corporations
- PMI®, Project Management Institute
- NASA Project Management Models
- IIBA® Business Analysis
- UK Prince2 Materials and Others

What Capabilities Are Analyzed?

The skills assessment starts with the established PM skill areas listed below and is then tailored to the client's environment. Additional topics are included and non-applicable categories are removed. Individual questions in each remaining category are then refined to reflect specific organization needed competencies.

1. Project Results
2. Project Proposals
3. Project Initiation / Startup
4. Project Plans
5. Project Organization Development
6. Project Controls
7. Risk Management
8. Managing the Project Team
9. Managing Suppliers and Vendors
10. Customer and Management Relations
11. Knowledge of the Business
12. Business Sense
13. Business Unique Technical Knowledge
14. Personal Traits
15. Leadership

How Many Total Questions?

The question set is determined by client needs and can range from 100 to 150 questions.

Is This a Proven Approach?

Yes, this approach has been implemented successfully in many medium and large corporations.

What Is Provided?

- A. Tailored PM skills & knowledge model
- B. Assessment response template
- C. Growth plans template
- D. Implementation process and briefings
- E. On-going implementation advice and support

What Are The Implementation Steps?

- Client Briefing and Client Environment Review
- Assessment Questionnaire Tailoring
- Assessment Pilot and Process Refinements
- Implement Assessment
- Implement Individual Growth Planning

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